

**SPECIAL  
POINTS OF  
INTEREST:**

- **The Price of Family**
- **Together we CAN**
- **Meet Mary Sexton**
- **End Conflict**
- **Simplify the Holidays**
- **Climbing the Corporate Ladder**
- **Tracking Legislation**
- **Minimum Wage**



**Together we  
CAN**

# Free Speech

VOLUME 1, ISSUE 3

NOVEMBER 2006

## A Matter of Choice

On November 14, 1977, a survey of *Montana Women and Work* was conducted by the Women's Policy committee of the Dept of Labor and Industry, the Montana Women's Bureau and the Governor's Employment and Training Council in an effort to better understand women's motivations for working or choosing not to work.

A random sampling of 2,000 women was drawn from voter registration lists from every county and supplemented by welfare rolls to ensure equitable participation. Average median demographics for all respondents include: Educational attainment-12 years; Family income \$13,—\$15,999, however individual income was reported as less than \$6,000/yr.; 70% married, 15% separated, divorced or widowed

and 8% never married ; 43% are currently employed (working between 30-40 hours/week).

Nearly half of the respondents report they are homemakers. The most common reason cited for



**Action expresses priorities -  
Ghandi**

not seeking employment outside the home includes wanting to be a full-time homemaker, retirement, and child rearing. Other reasons cited include health, lack of part-

time work, husband's disagreement about working, "finding work I'd really like" and self-doubt about employability.

Roughly two-thirds of the unemployed women consider themselves full-time homemakers who are unemployed by choice. Pregnancy and difficulty in finding child-care facilities are not cited as reasons for staying home. Rather, these women state they simply prefer to be full-time homemakers and moms.

Need motivation for staying in the job market today? Read Ann Crittenden's book "The Price of Motherhood: Why the most important job in the world is still the least valued" and discover what leaving today's career track will mean for you.

## ICCW Can Deliver the Goods

Every month more than 2,500 individuals receive food boxes from Food Share of Helena. This Thanksgiving 560 families registered for assistance. In an effort to help Food Share meet the needs of these families, ICCW requested all members bring a non-perishable food item to the

General Meeting on November 14.

The more pressing need, however, was the last minute call to Food Share and the discovery that this season they would be short 40 turkeys. ICCW members were able to recruit charita-

ble donors to bring in 275 pounds of food and nearly 30 turkeys. With Christmas around the corner, remember those that are hungry this holiday season — call your local Food Bank/Food Share.

*Michelle Robinson*



**Mary Sexton**  
Department of Natural  
Resources Director

*“As we express our  
gratitude , we must  
never forget that the  
highest appreciation is  
not to utter words, but  
to live by them.”*

*- John Fitzgerald  
Kennedy*



**Simplify the Holidays**

## Celebrating Women

Growing up in Great Falls and Choteau, Mary Sexton spent a good deal of time at the family ranch and in the Bob Marshall Wilderness. Working for area ranches, the Forest Service in the Bitterroot and outfitters in the Bob, Sexton recalled, is where she gained her appreciation of Montana's stellar landscapes and bountiful resources. Her 25 years invested in managing a family ag and range property is where she gained first hand knowledge of the pressures on land uses in Montana. “I have experienced the many changes that have occurred in

the use of our land and water. I truly believe that we have unique opportunities to impact the future of our landscapes in Montana,” said Sexton. Sexton majored in languages and minored in environmental studies at Stanford University and the University of Montana. She taught high school in Hamilton and became the administrator of the Nature Conservancy's Pine Butte Swamp Preserve (west of Choteau). Sexton was also an active board member of the Public Wildlife/Private Lands Council, BLM Resource Advisory Council and

the Ravalli County Planning Board. All of this led to her tenure as Teton County Commissioner from 1999-2004. “As a commissioner, I gained valuable insight into the relationships among private property owners, local government, state agencies and federal entities as it related to natural resource management,” Sexton commented.

Sexton, ever resourceful, invites partnerships that will ensure all Montanans have access to healthy land and water.

## Training Resources

End negative attitudes, hurt feelings and angry outbursts that stem from conflict. Poorly handled conflicts cause anxiety, tension and stress in the workplace. If you want to increase morale and promote productivity, this 60-minute audio CD will give you the tools.

### **How to Handle Conflict & Confrontation**

Discover how, when dealt with

properly, conflict can lead to new opportunities—even serving as a catalyst for positive change.

Productive Teams are the heart and soul of any successful organization. Getting people to work together effectively is often a monumental challenge for team leaders and managers alike.

### **Supreme Teams: How to Make Teams Really Work**

Discover how you can achieve synergy and cooperation amongst team members and lead your organization into achieving peak results. For a complete listing of available training resources click on <http://www.mdt.mt.gov/iccw/training.shtml>.

## November Brown Bag Workshop

DLI WSD Training Officer Kathy Steil kicked-off the first official brown bag workshop of the season. Her message was well received by the interactive dozen attendees looking to *Simplify the Holidays*. Steil reminded us of the constant pressure from pre-Thanksgiving on — to make lists, to shop, to spend money, and decorate. She suggested

spending a little reflective time recalling the sound of jingle bells from our youth and to examine what we are thankful for today. She addressed strategies for simplification, by identifying limits. For instance, how long is your to-do list for the upcoming holidays? If it's longer than 15 or 20 task or items, it's too long! Learn to say “No” and to

delegate tasks. She also provided specific tips for meals, gifts, planning and provided useful websites that kept the reason in the season. Participants left calm and happy - with ideas for positive change.

*Jacquie Gibson*

# From the Weightroom to the Boardroom

The connection between working out and working your way up the corporate ladder is well-documented by James Shulman, author of *The Game of Life: College Sport and Educational Values*.

According to Shulman, athletes are more successful at work than people who don't work out, regardless of age, job or type of exercise.

"The professional boost that is a fringe benefit of getting in shape is no coincidence," says Kelly James-Enger, a certified personal trainer and co-author of *Small Changes, Big Results* (Random House, 2005). "Fit people tend to have greater stamina and more energy than out-of-shape peo-

ple. They're also more able to cope with stress – on the job and off – and have more positive outlooks, since exercise reduces depression and anxiety. And they're less likely to suffer from injuries and illnesses."

"For someone who has been inactive, even a three-days-per-week workout of 20 to 30 minutes can help reduce stress and improve productivity," said James-Enger. "And it's better to have a program you can stick with than to start off with unrealistic goals."

At least one local employer, owner Dick Anderson of Dick Anderson Construction Company, recognizes the business sense of having a healthy

staff. He pays for health club memberships for all of his office staff in his Helena, Great Falls, and coming soon to his Bozeman office.

Type-A personalities seeking instant results will be pleased to know that noticeable improvements can come quickly.

"Within three to four weeks, people should notice more energy, the ability to concentrate better, and an improved outlook on life," claims James-Enger.

So dust off the club membership and make a vow to climb the cardio corporate ladder, Jere-Ann Nelson



## Tracking Legislation— Bills of ICCW Interest

The Legislative Committee of ICCW will track the following proposed bills for Session 2007:

LC0001 Revise public employee retirement system laws  
LC0002 Revise teacher's retirement system laws  
LC0006 Educational success rewards  
LC0030 Generally revise school funding

LC0042 Providing for breast feeding in the workplace

LC0047 Implement full day kindergarten

LC0053 Health insurance tax deduction

LC0055 Increase funding for higher education to reduce tuition

LC0058 support training for new and emerging job sectors

LC0064 Drug treatment for pregnant women in child protective/ criminal cases

LC0078 Health insurance payments as income tax credit

LC0094 Minimum statewide salary schedule for teachers & specialists

LC0097 Consumer notification of collection and use of personal data

LC0103 Statutorily designate state share of tuition for higher education

LC0151 Revise laws on dissolution of marriage

**"Fitness.  
If it came in a  
bottle,  
everybody  
would have a  
great body."  
- Cher**

## — Bills Continued

LC0152 Revise laws governing parenting plans

LC0153 Revise child abuse laws

LC0176 Raise standard deduction for individual income taxes

LC0189 SCHIP for pregnant women

LC0262 Generally revise state pay system

LC0340 Increase penalties for partner or family member assault

LC0371 Simplify and reduce MT income tax

LC0439 Expand CHIP eligibility to 165% of federal poverty level

LC0450 Security freeze authority for consumer credit reports

LC0686 Establish minority and women business development office

LC0687 Authorize and fund pre-school

LC0696 Licensure and regulation for marriage and family therapists

LC0701 Cervical cancer immunization for middle school females



Jeri Duran & Lynn Eneas

**"Imagination is  
everything.  
It is the preview of life's  
coming attractions."  
—Albert Einstein**

## ICCW

INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN

### ICCW

Helena, MT

59624

Phone: 406-444-1520

Fax: 406-444-1394

E-mail: [mirobinson@mt.gov](mailto:mirobinson@mt.gov)

### Meeting Schedule for 06-07

Dec 14	1:30-3:00 Walt Sullivan, 1st flr
Jan 18	1:30-3:00 Library, Grizzly Rm
Feb 15	1:30-3:00 Mitchell, Rm 136
Mar 15	1:30-3:00 Library, Grizzly Rm
Apr 19	1:30-3:00 Mitchell, Rm 136
May 17	1:30-3:00 Library, Grizzly Rm
June 21	1:30-3:00 Walt Sullivan, 1st flr

Creating positive change for all state employees  
by promoting the full participation of women in  
state government.

To learn more about women's organizations in  
Montana making a difference visit  
[www.wfmontana.org](http://www.wfmontana.org)

Visit ICCW on the web  
[www.mdt.mt.gov/iccw/](http://www.mdt.mt.gov/iccw/)

# Montana Voters Raise Minimum Wage

According to Wikipedia (free online encyclopedia) **Minimum wage** is the minimum hourly, daily or monthly wage that must be paid to employees or workers. Each country sets its own minimum wage laws and regulations, and more than 90% of all countries have some kind of minimum wage legislation. In the United States it is the states that determine the minimum wage. Supporters assert that the minimum wage is a matter of social justice which helps reduce exploitation and ensures that workers can afford basic necessities.

So, who are minimum wage workers? The USDOL Bureau of Labor Statistics reports that 60% of minimum wage earners are working in restaurants and bars. Two thirds are women (65.6%), 73% are white, and 70.2% of them have a high school diploma. Only 26% of minimum wage earners are teenagers between the ages of 16 and 19 while 47% are age 25 or older. Nearly 60% work part-time.

Initiative 151, which passed with 73% of the vote, raises the state minimum wage from \$5.15 an hour to \$6.15 and requires annual cost-of-living increases goes into effect January 1, 2007. The wage would be adjusted each September based on the national Consumer Price Index. The minimum wage rate for a business not engaged in interstate commerce with gross annual sales of \$110,000 or less and whose employees are not engaged in



Send stories or leads to  
[mirobinson@mt.gov](mailto:mirobinson@mt.gov)

interstate commerce remains \$4.00 an hour. All other exemptions currently in state law remain in place and were not changed with the passing of I-151. Five other states, Arizona (to \$6.75), Colorado (\$6.85), Missouri (\$6.50), Nevada (\$6.15) and Ohio (\$6.85) also came out in record numbers to raise their minimum wage.

According to the Atlanta Journal, full-time workers paid the federal minimum wage make about \$10,300 a year. That hasn't changed since 1997, when the federal minimum was increased to \$5.15 per hour. In contrast, the federal poverty guidelines used to determine eligibility for aid programs have risen every year.

According to the MT DLI Research and Analysis Bureau, Montana has 278,000 hourly wage employees, of which 25,000 make below \$6.14 an hour.

PDF conversion courtesy of Stevie Harper